



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

██████████  
Docket No. 9367-24  
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records  
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO ██████████  
██████████ USMC

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 278/23, 31 May 23

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by HQMC Memorandum 5420 MMEA, 27 Sep 24  
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected to SHOW Petitioner was eligible for and received a Zone A Selective Retention Bonus (SRB) for Primary Military Occupational Specialty (PMOS) 0631 and an Early Reenlistment Kicker in the total amount of \$30,000 before taxes as listed in his contract.

2. The Board, consisting of ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 7 January 2025 and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations, and policies.

3. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice finds as follows:

a. On 21 June 2021, Petitioner entered active duty for 4 years with an Expiration of Current Contract (ECC) of 20 June 2025 and was assigned PMOS 0631 on 13 April 2022.

b. On 1 March 2023, Petitioner was promoted to Corporal/E-4.

c. Reference (b) announced the SRB Program, and the Broken Service SRB Program authorized for the FY24 retention campaign which begins 1 June 2023. Marines with an ECC from 1 October 23 to 30 September 24 were encouraged to thoroughly review the contents of this MARADMIN.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]

[REDACTED] USMC

d. On 29 March 2024, Petitioner's First Term Active-Duty Reenlistment w/Overseas Extension (COT) request was submitted. Career Planner Comments: "FY25 CRP Marine; Requesting a 48- month reenlistment in PMOS w/COT...SNM is currently eligible for SRBP Zone A of \$15,000."

e. On 2 April 2024, Headquarters, U.S. Marine Corps (HQMC) approved Petitioner's request. Approved MOS: 0631.

f. On 4 April 2024, Petitioner signed a FY24 SRB Program Statement of understanding (SOU) and the 2024 SRBP Kicker SOU. Petitioner acknowledged he was entitled to a SRB, less taxes withheld in the amount of \$15,000 for reenlistment in Zone A, Grade E-4, in PMOS 0631, for 48 months of additional obligated service. Furthermore, that he was entitled to an SRBP Kicker, less taxes withheld, in the amount of \$15,000 for meeting the requirements in order to receive the respective additional bonus amount.

g. On 5 April 2024, Petitioner reenlisted for 5 years and 1 month with an ECC of 4 May 2029 and received a Zone A SRB. Under Remarks, it states, "[r]eenlisted for the following incentive: Zone A SRBP amount \$30,000. Reenlistment incentive approved PCSO assigning SNM to MCC TTX. Per MARADMIN 278/23 this Marine is eligible for a [SRB] Kicker in the amount of \$15,000 less applicable state and government taxes. SNM must maintain requirements in accordance with MARADMIN 278/23."

h. On 1 July 2024, Petitioner was promoted to Sergeant/E-5.

i. On 3 July 2024, Petitioner's First Term Active-Duty Reenlistment w/Overseas Extension (COT) request was placed in a pending status, was overridden, and reapproved by HQMC. Listed in the Approval Section: "Final OER Approval Date: 3 July 2024. Note: A reenlistment of 4 years and 0 months, effective 5 April 2024 will result in SRB payment of \$0 for 13 months of additional obligated service. Review Reject Reason: Please attach correct page 2 and 3 of the DD Form 4 and the required SOU."

## CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2), the Board finds the existence of an error warranting the following corrective action. The Board concluded that on 29 March 2024, Petitioner submitted a FY25 48-month reenlistment in PMOS 0631. On 2 April 2024, Petitioner was approved by HQMC for a 48-month reenlistment with a FY24 Zone A SRB for PMOS 0631 and Early Reenlistment Kicker in the total amount of \$30,000 before taxes. On 5 April 2024, Petitioner executed a 5-year and 1-month reenlistment with the DD Form 4 stating that he is entitled to a total of \$30,000 before taxes for the Zone A SRB and SRBP Kicker. On 3 July 2024, Petitioner's request was returned to pending status, overridden, and reapproved for reenlistment by HQMC with a FY24 Zone A SRB for PMOS 0631 in the amount of \$15,000 before taxes, however due to administrative oversight, Petitioner's Early Reenlistment kicker was not approved. In this connection, the Board determined that relief is warranted.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]

[REDACTED] USMC

## RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner's enlistment/reenlistment document (DD Form 4) executed on 5 April 2024 was for a term of 5 years and 3 months vice 5 years and 1 month.

Note: This change will entitle the member to a Zone "A" SRB for MOS 0631, E-4, which is capped at \$15,000 for 48 months of additional obligated service. Remaining obligated service to 20 June 2025 will be deducted from SRB computation. Furthermore, Petitioner is authorized the \$15,000 FY25 Early Reenlistment Authority Program Kicker.

A copy of this report of proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above titled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

1/10/2025

[REDACTED]